




City of Bowie

15901 Excalibur Road
Bowie, Maryland 20716

MEMORANDUM

TO: City Council

FROM: Alfred D. Lott, City Manager 

SUBJECT: City Council Eligibility for Employee Healthcare Coverage

DATE: January 2, 2020

Per Council request, the purpose of this memorandum is to present the City of Bowie's current policy with regard to how City Council Members may become eligible to participate in the group healthcare plan provided to regular City employees.

Current Healthcare Policy

- The City provides full-time regular employees the option to enroll in one of two healthcare plans. Insurance provided for each plan is through CareFirst Blue Cross/Blue Shield.
 - **Plan 1** – An HMO which includes a Health Savings Account (HSA), which is utilized to meet the deductibles required prior to receiving the plans' benefits. Deductibles vary depending on the level of coverage selected (e.g. Single, Two-person, or Family Coverage). The City funds all HSAs with the full deductible amount.
 - **Plan 2** – An open access/point of service plan (POS). While more costly than Plan 1, it allows the insured to seek coverage outside of the carrier network. Additionally, there is no deductible to be met prior receiving plan benefits, provided that services received are within the carrier network.
- All regular, full-time City employees are eligible to participate in the City's group healthcare plan. These employees are responsible for paying 20% of the total premium of the plan that they select. The City pays the remaining 80%.
- Section 2-40 of the City code states the following:

"City Council members shall have the option of participating in the Health and Hospitalization Insurance Program and in those programs available under the City's Flexible Benefits Plan. The participating Council member

shall bear the total cost of the premium associated with participation in the Plans."

This policy is similar to those of several other municipalities in the National Capitol Region.

- Enrollments must be done during the Open Enrollment period for a given plan year.

In order to change the current policy, a council approved Code modification would be required.

ADL/swh